

# CAUT ACPPU BULLETIN

Canada's Voice for Academics  
La voix des universitaires  
du Canada

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## CAUT Objects to Google Books Deal



CAUT has filed a brief with the U.S. District Court in New York, raising several objections to a settlement reached late last year in the long-running Google Books lawsuit.

The court action taken against Google in 2005 by plaintiff groups of U.S. authors and publishers claimed Google's efforts to create a collection of digital books violated copyright.

The settlement now on the table envisages a \$125 million payment plus a share of future

royalties to authors, publishers and their lawyers in exchange for Google's right to digitize a vast array of works and make them commercially available.

"There's just so much wrong with the deal, it's hard to know where to start," says David Fewer, an intellectual property and technology lawyer and director of the Canadian Internet Policy and Public Interest Clinic at the University of Ottawa.

Ottawa copyright lawyer David Fewer finds search giant Google's ambition to build digital libraries seriously flawed.

Fewer, who worked closely with CAUT in drafting its objection, says the proposed settlement, among other things, contravenes international copyright law and international trade agreements, interferes with the moral rights of Canadian authors, fails to reflect the open communication values of academic authors and undermines privacy.

Concerns about the settlement agreement are widespread.

Pamela Samuelson, director of the Berkeley Center for Law & Technology, has come out against the agreement, pointing out in a letter of objection with 150 co-signatories that the litigants "have interests and preferences that dramatically diverge from those of many rights-holders who were not at the negotiating table, including academic authors."

The U.S. Department of Justice has intervened, citing a host of concerns it has with the document and objections have also been filed by consumer protection groups, international publishers, U.S. and international author groups, literary agents, individual authors, the governments of France and Germany, several U.S. states and library associations.

A fairness hearing by the judge overseeing the case to determine which elements of the settlement will be approved is set for Feb. 18. ■

### ON THE NET

A copy of CAUT's objection is available at [www.caution.ca/uploads/CAUT\\_Google\\_Settlement.pdf](http://www.caution.ca/uploads/CAUT_Google_Settlement.pdf).

## L'ACPPU soulève des objections à l'entente de règlement conclue avec Google Books

L'ACPPU a déposé un mémoire auprès de la Cour de district des États-Unis à New York afin de soulever plusieurs objections à l'accord conclu à la fin de l'an dernier dans le cadre du contentieux Google Books. Un regroupement d'auteurs et d'éditeurs américains avait intenté en 2005 une poursuite contre Google au motif que le projet de bibliothèque numérique de la société californienne violait le droit d'auteur.

Conformément à cet accord, Google consent à verser 125 millions de dollars en droits d'auteur et à partager les revenus générés par son service

avec les auteurs, les éditeurs et leurs avocats en échange du droit de numériser et de commercialiser une vaste collection d'ouvrages.

« Cet accord comporte tellement de lacunes qu'il est difficile de savoir par où commencer », a déclaré David Fewer, avocat spécialiste de la propriété intellectuelle et de la technologie et directeur de la Clinique d'intérêt public et de politique d'Internet du Canada à l'Université d'Ottawa.

Pour M. Fewer, qui a contribué de manière significative à la formulation des objections de l'ACPPU, le projet de règlement pose véritable-

ment problème du fait notamment qu'il contrevient au droit d'auteur international et aux accords commerciaux internationaux, qu'il fait obstacle aux droits moraux des auteurs canadiens, qu'il ne tient pas compte des valeurs de libre communication propres aux auteurs universitaires et qu'il porte atteinte à la vie privée.

L'entente de règlement suscite des préoccupations généralisées.

Pamela Samuelson, directrice du Berkeley Center for Law & Technology aux États-Unis,

Voir GOOGLE BOOKS à la page A2 →



Discount Rates Page A4

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# CAUT BULLETIN

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## NEWS ACTUALITÉS

# Not Enough Parity on the Academic Career Ladder

**CAUT report highlights employment & earnings of female, First Nations & visible minority professors.**

**D**ESPITE longstanding employment equity policies and practices, women and First Nations continue to be under-represented in Canadian higher education, and along with visible minorities are earning less and enduring higher unemployment rates, according to the latest edition of CAUT's Education Review.

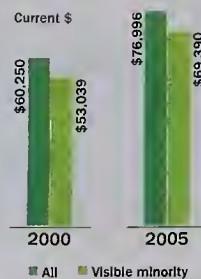
Statistics Canada data shows that in 2006, 33 per cent of university faculty were female, up from 29 per cent five years earlier, and women's representation at the most senior academic rank topped 20 per cent — up five percentage points from 2001.

Visible minorities' share of the professorship at 17 per cent was only slightly above their representation in Canada's workforce.

Aboriginal Canadians, in turn, made up a significantly lower proportion. In 2006, 2 per cent of all university teachers reported having Aboriginal ancestry, compared to 4 per cent of core-age adults (aged 25 to 54) in the experienced labour force.

Earnings were lower for all three

### Average Income of University Professors



Source: Statistics Canada, 2006 census

groups in the academy. Data from 2005 shows that the average annual income for full-time female faculty members was \$79,133 — roughly 82 per cent that of their male counterparts, and the wage gap for visible minorities was much greater where the average salary was \$69,390, or about 10 per cent less than that of all faculty.

"The salary gap can't be explained by differences in job qualifications alone," said CAUT president, Penni Stewart.

"There are systemic reasons, such as discriminatory institutional practices and salary structures, in addition to overt discrimination in hiring and promotion decisions."

Unemployment was also more pronounced for female, First Nations and visible minority academics. Overall, women experience a 5 per cent unemployment rate in 2005, compared with 3 per cent of men's unemployment. Similarly, the unemployment rate among visible minority professors was 6 per cent, compared with 4 per cent for professors who are not members of a visible minority group. At almost 8 per cent, female visible minority professors experienced an even higher rate of unemployment.

"It's up to institutions and faculty associations to look more critically at the structures and practices that may be perpetuating inequities, such as pay scales with large numbers of increments and segregation by discipline," Stewart said. "Given the aging academic workforce in Canada, and the renewal associated with that, institutions have an opportunity to prioritize promoting greater equity." ■

**ON THE NET**  
*The Changing Academy? A Portrait of Canada's University Teachers* is available at [www.cauc.ca/uploads/EducationReview12-1-en.pdf](http://www.cauc.ca/uploads/EducationReview12-1-en.pdf).

Version française à la page A4.

## Board Dissolved at First Nations University



First Nations University of Canada has been under a cloud of controversy for five years.

**A**s this edition of the *Bulletin* was going to print, news reports emerged that the Federation of Saskatchewan Indian Nations legislative assembly had voted to dissolve the First Nations University board of governors and indicated it would restructure the board along lines recommended by its all-chiefs task force.

"We are heartened by this news," CAUT executive director James Turk

said of the Feb. 4 developments.

He said that implementation of governance changes, including restructuring the board, would require the FSIN to amend the First Nations University Act.

"We have written to FSIN Chief Guy Lonechild congratulating him on the leadership he has shown on this issue and asking for more specific details about the federation's decisions and plans,"

Turk said.

"Once concrete steps have been taken to implement the necessary governance changes, CAUT will be in a position to consider the possibility of lifting censure of the university and to join with the FSIN in lobbying the Saskatchewan government to restore funding." ■

Version française à la page A5.

## L'ACPPU soulève des objections à l'entente de règlement conclue avec Google Books

→ Suite de la PAGE A1

a pris clairement position contre l'accord, faisant valoir dans un avis d'opposition soutenu par 150 signataires que les intérêts et les préférences des plaignants divergent radicalement de ceux de nombreux détenteurs de droits qui n'étaient pas présents à la table de négociation,

entre autres les auteurs universitaires.

Le ministère de la justice américain est intervenu dans le dossier, soulignant toute une série de questions sur le document. Des objections ont également été déposées par des groupes de protection des consommateurs, des éditeurs internationaux, des regroupements d'auteurs américains et internationaux,

des agents littéraires, des auteurs individuels, les gouvernements de la France et de l'Allemagne, plusieurs États américains et des associations de bibliothécaires.

Le juge américain saisi du contentieux a fixé au 18 février la date de l'audience destinée à déterminer quels éléments du règlement seront approuvés. ■

# COMMENT OPINIONS

## PRESIDENT'S COLUMN

### Campus Carbon Footprint Can't Be Ignored



By PENNI STEWART

**T**HE Copenhagen climate summit in December resulted in a worldwide sense of disappointment. For Canadians, there was shame at our government's role in undermining any meaningful agreement. Although there was no consensus on anything, the summit left a renewed sense of urgency to deal with the growing evidence of environmental devastation wreaked by the changing climate.

Educators have played a critical role in promoting environmental awareness through teaching and research projects. Despite funding shortfalls and the Conservative government's attempt to steer the direction of research, there is no shortage of innovative environmental research programs in Canada. Some university and college presidents have also committed their institutions, via public international declarations, to reduce their institutions' carbon emissions. Now it's time for academic staff associations to address the environmental challenges at our institutions.

Our workplaces are part of the problem. Hundreds of thousands of people commute to university and college campuses each day.

“

**Climate Solidarity**  
is about doing what  
unions do best —  
working together,  
in the community &  
in the workplace,  
for a fair & sustainable  
society.

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They eat, sleep, work and study in facilities that are lighted and heated or cooled whether or not they are in use, set on extensive grounds that are regularly groomed, equipped with parking lots and roadways that require regular maintenance, and generating mountains of waste from food and residence services.

In a paper titled "Climate change a trade union responsibility in higher education," presented in 2007 at a conference hosted by Education International, Brian Everett and Rob Copeland of the University & College Union (UK) call for academics to take action on climate change as professionals and as union members. Greening the curriculums is only one step. They point out that our teaching

calendars are not environmentally friendly. In Canada and most northern countries, summers have traditionally been valued as research time for academic staff and work time for students.

While most institutions have some summer teaching, even on the busiest campus, buildings are half empty in summer, although they are cooled and lighted. Environmentally, it may make more sense to intensify summer use of buildings and reduce winter use when heating and lighting needs are at their peak.

Many of us commute long distances to work and our institutions devote substantial acreage to parking. But it is not only cars that leave a carbon footprint. My workplace is a huge transit hub where hundreds of buses arrive and leave each day. Innovative solutions might include encouraging academic staff to work more often from home and helping with aspects of the transition from the campus workplace to working from home. On-campus housing, down payment assistance loans or other mortgage and housing-related benefits might, in some locales, encourage academic staff to locate closer to their workplace.

There are inevitable tradeoffs between environmental and other concerns. Cash-strapped institutions see

increased recruitment of international students as one way to ease their budget crises. The carbon footprint of travel for such students is enormous. Everett and Copeland argue that building educational capacity in students' home countries would be more positive environmentally, and in many cases politically.

Travel for research and to conferences, traditionally a large part of professional life for academics, poses another dilemma. Here, new communication technologies like teleconferencing may provide some solutions. Shifting conference schedules to longer cycles also makes sense.

Our partners in the International Labour Organization and Education International have called on unions in every sector to make climate change a priority issue. EI has called on all its members to not only "speak out strongly for urgent action," but also to find ways to negotiate emission reductions with employers.

The University and College Union in the UK has taken up this challenge. In 2007, it set out to develop an environmental network, with at least one representative at every member branch. The idea was to start small and local and then spiral outwards. A crucial first step was providing training to the reps, who in turn would provide advice

to bargaining committees and joint management-labour committees on carbon emission and other environmental issues.

These first steps have been fruitful. One outcome is the innovative Climate Solidarity project, undertaken by several unions, which seeks to mobilize climate change activism on a wide scale through local organizing. Last fall UCU capped these efforts with a "climate solidarity" conference.

What is exciting about UCU's model for climate change engagement is that the strategy draws on existing networks of health and safety representatives. In Canada, we could use health and safety committees or stewards' networks to get started. Organizing around environmental issues has the potential to become a source of potent renewal for our associations.

The urgency of climate change means we can no longer leave the job of addressing environmental concerns to "specialist" organizations or various levels of government. Every institution must be mobilized. As academic staff we need to ensure that our associations play a decisive role in helping the campus community to live more sustainably and in finding solutions to the problems posed

See CAMPUS CARBON Page A5 ➔

## LE MOT DE LA PRÉSIDENTE

### La nécessité d'écologiser nos campus

By PENNI STEWART

**S**i l'issue du sommet sur les changements climatiques qui s'est tenu à Copenhague en décembre dernier a suscité la déception générale au sein de la communauté internationale, elle a imposé en plus à la population canadienne un sentiment de honte face au rôle que le gouvernement de notre pays y a joué pour compromettre la conclusion d'un accord satisfaisant. Malgré l'absence de tout consensus, la conférence s'est néanmoins terminée sur un rappel de l'urgence de tenir compte des manifestations de plus en plus nombreuses de la dévastation environnementale causée par le changement climatique.

Les membres du corps professoral contribuent de façon cruciale à promouvoir la prise de conscience environnementale au travers de l'enseignement et des travaux de recherche. En dépit du manque de fonds et des tentatives faites par le gouvernement conservateur pour intervenir dans l'orientation de la recherche, le pays n'est certainement

pas à court de programmes de recherche environnementale novateurs. Par le biais de déclarations publiques internationales, certains recteurs d'université et directeurs de collège se sont engagés au nom de leurs établissements à réduire les émissions de carbone produites par ces derniers. C'est maintenant au tour des associations de personnel académique d'attaquer aux défis environnementaux auxquels font face leurs établissements.

Les lieux de travail font partie du problème. Des centaines de milliers de personnes font la navette tous les jours pour se rendre à l'université ou au collège. Elles mangent, dorment, travaillent et étudient dans des installations éclairées et chauffées ou climatisées (qu'elles soient utilisées ou non), aménagées sur d'immenses terrains équipés de parkings de stationnement et de voies d'accès, le tout nécessitant un entretien régulier et générant des tonnes de déchets éliminés par les services d'alimentation et de résidence.

Dans le document *Climate change a trade union responsibility in higher*

*education* (Le changement climatique : la responsabilité des syndicats du secteur de l'enseignement supérieur) qu'ils ont présenté en 2007 lors d'une conférence organisée par l'International de l'Éducation (IE), Brian Everett et Rob Copeland du syndicat britannique University & College Union appellent les universitaires à prendre des mesures pour contrer les changements climatiques dans le cadre de leurs fonctions professionnelles que syndicales. L'intégration de la question environnementale dans le curriculum n'est qu'une étape. Les auteurs du document soulignent que notre calendrier d'enseignement n'est pas écologique. Au Canada et dans les pays nordiques en général, l'été est depuis toujours le temps de l'année privilégié pour la recherche chez le personnel académique et pour le travail chez les étudiants.

Si la plupart des établissements offrent certains cours pendant l'été, les bâtiments des campus, même les plus actifs, sont à moitié vides durant cette saison mais sont quand même climatisés et éclairés. Écolo-

giquement, il peut sembler plus logique d'utiliser davantage les bâtiments en été et moins en hiver lorsque les besoins en chauffage et en éclairage atteignent leur maximum.

Bon nombre d'entre nous doivent parcourir de longues distances pour se rendre au travail, et nos établissements consacrent d'immenses surfaces des campus au stationnement des automobiles. Mais celles-ci ne sont pas seules à engendrer une empreinte carbone. Mon lieu de travail est une énorme station de transport en commun par laquelle transittent quotidiennement des centaines d'autobus. Diverses solutions innovatrices pourraient être envisagées à cet égard, entre autres, encourager les membres du personnel académique à travailler plus souvent à la maison et contribuer à faciliter le passage vers le télétravail. Des logements sur le campus, des prêts-subsventions servant à constituer un versement initial ou d'autres programmes d'aide hypothécaire ou d'aide au logement sont autant de mesures qui pourraient, dans certaines localités, in-

citer le personnel académique à habiter plus près de leur lieu de travail.

Il y a bien sûr des compromis inévitables à faire entre les préoccupations environnementales et autres. Pour les établissements à court de fonds, le recrutement d'un plus grand nombre d'étudiants étrangers est l'un des moyens d'atténuer leurs difficultés financières, mais l'empreinte écologique des déplacements effectués par ces étudiants est énorme. Everett et Copeland font valoir qu'il serait plus écologique, voire plus politiquement rationnel, de construire des établissements d'enseignement dans les pays d'origine des étudiants.

Les déplacements en vue de faire de la recherche et d'assister à des conférences, qui sont inhérents aux activités professionnelles des universités, posent un autre dilemme. Dans ces cas, les nouvelles technologies de communications telles que les conférences peuvent offrir des solutions. Il serait également

Voir ÉCOLOGISER à la page A4 ➔

8 March 2010

International Women's Day



## CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin nor in CAUT's career board www.academicwork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

## Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un blâme. L'ACPPU refusera d'annoncer dans son Bulletin et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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## NEWS ACTUALITÉS

## Le manque de parité dans l'échelle de la carrière académique

Un rapport met en lumière les taux de rémunération et d'emploi moins élevés chez les femmes, les Autochtones et les membres de minorités visibles qui enseignent dans les universités canadiennes.

**M**ALGRÉ les politiques et les pratiques d'équité en matière d'emploi en place depuis longtemps, les femmes et les Autochtones demeurent sous-représentés au sein du corps professoral universitaire canadien et, tout comme les membres de minorités visibles, gagnent des salaires inférieurs et sont frappés par un taux de chômage plus élevé. Voilà ce que constate notamment le dernier numéro des *Dossiers en éducation* de l'ACPPU.

Selon les données de Statistique Canada, la proportion des professeures est passée de 29 % à 33 % de 2001 à 2006 et leur représentation aux rangs les plus élevés a dépassé 20 %, en hausse de cinq points au cours de la même période.

Les professeurs appartenant à une minorité visible forment 17 % de la profession, soit un peu plus seulement que la représentation de ce groupe au sein de la main-

d'œuvre canadienne.

Les Canadiens des Premières nations demeurent le groupe le plus sous-représenté. En 2006, 2 % de tout le corps professoral universitaire déclarait avoir une ascendance autochtone, contre 4 % des adultes du principal groupe d'âge [de 25 à 54 ans] de toute la population active expérimentée.

Les données de 2005 révèlent que les membres des trois groupes gagnent des salaires moindres. Le revenu annuel moyen des professeures à temps plein était de 79 133 \$, équivalent à environ 82 % du salaire de leurs collègues masculins, et l'écart était encore plus prononcé pour les membres de minorités visibles dont le salaire moyen s'élevait à 69 390 \$, soit 10 % de moins que celui de l'ensemble du corps professoral.

« L'écart de revenu ne peut s'expliquer uniquement par la différence de qualification professionnelle », souligne la présidente de l'ACPPU, Penni Stewart. « Il est également attribuable à des raisons systémiques telles que des pratiques internes et des structures salariales discriminatoires ainsi que des pratiques de recrutement et de promotion discriminatoires de la part des établissements. »

Le chômage est également plus marqué chez les femmes, les Autochtones et les membres de minorités

visibles par rapport à l'ensemble du corps professoral. Globalement, le taux de chômage chez les femmes était de 5 % en 2005, contre 3 % chez les hommes. De même, ce taux atteignait 6 % chez les professeures et professeurs de minorités visibles, contre 4 % chez leurs collègues n'appartenant à aucun groupe minoritaire visible. À près de 8 %, le taux de chômage était encore plus élevé chez les professeurs de minorités visibles.

« Il appartient aux établissements et aux associations de personnel académique d'examiner d'un œil plus critique les structures et les pratiques qui peuvent perpétuer les inégalités, comme la multiplication des échelons salariaux et la ségrégation par discipline », fait valoir Mme Stewart. « Compte tenu du vieillissement du corps enseignant au Canada et de la relève qu'il faut assurer, les établissements doivent saisir l'occasion de faire de la promotion de l'équité une de leurs priorités fondamentales. » ■

### SUR LE NET

La publication *Corps professoral en transformation? Portrait du personnel enseignant universitaire au Canada* est disponible à l'adresse [www.cauf.ca/uploads/EducationReview12-1-fr.pdf](http://www.cauf.ca/uploads/EducationReview12-1-fr.pdf).

English on page A2.

## La nécessité d'écologiser nos campus

→ Suite de la PAGE A3

logique de réduire la périodicité des conférences.

Nos partenaires au sein de l'Organisation internationale du Travail et de l'Internationale de l'Éducation ont invité les syndicats de tous les secteurs d'activité à faire du changement climatique une question prioritaire. L'IIE appelle tous ses membres non seulement à « réclamer des actions internationales urgentes » mais aussi à trouver des moyens de négocier avec leurs employeurs des réductions d'émissions.

Le syndicat britannique UCU a relevé le défi dès 2007 en créant un réseau environnemental doté d'au moins un représentant à chaque des antennes membres. L'idée était de commencer par établir un réseau de petite envergure à l'échelle locale et de l'étendre progressivement à toutes les régions.

Ces premières étapes ont porté leurs fruits. Il en est résulté notamment le projet inédit Solidarité climatique que plusieurs syndicats ont lancé pour mobiliser à grande échelle les militants du changement climatique à partir de campagnes de recrutement locales. L'automne dernier, l'UCU a couronné ces efforts par la tenue d'une conférence sur la solidarité climatique.

Ce qui est particulièrement intéressant dans le modèle de mobilisation de l'UCU, c'est le fait que la stratégie déployée s'appuie sur les réseaux en place de représentants en matière de santé et de sécurité.

Une première étape cruciale a été de former les représentants pour qu'ils puissent devenir en mesure de conseiller les comités de négociation et les comités mixtes syndicaux-patronaux au sujet des émissions de carbone et des autres questions environnementales.

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Au Canada, nous pourrions à la base recourir aux comités de santé et de sécurité ou bien aux réseaux de délégués syndicaux. La mobilisation autour des questions environnementales est susceptible de devenir une source de dynamisation importante pour nos associations.

Face à l'urgence du changement climatique, nous ne pouvons plus nous en remettre aux organismes « spécialisés » et aux divers paliers de gouvernement pour répondre à nos préoccupations environnementales. Chaque établissement doit être mobilisé. En tant que membres du personnel académique, nous devons nous assurer que nos associations jouent un rôle décisif à cet égard en aidant la population de nos campus à vivre de manière à assurer la durabilité de notre milieu et en trouvant des solutions aux problèmes que posent l'environnement et les changements climatiques. La négociation collective demeure notre principal moyen de défendre ce rôle, tout comme notre capacité à envisager les questions relatives au changement climatique qui devront être soumises à la négociation. Nos associations doivent aussi mesurer l'impact de leur mode de fonctionnement sur l'environnement.

Finalement, comme nous le rappellent Everett et Copeland, les associations doivent veiller à la protection des droits et de la liberté académique des membres qui peuvent faire l'objet de représailles pour avoir dénoncé des pratiques environnementales inacceptables de la part de leurs employeurs. ■

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# Harper Government Turns Its Back on Climate Change Research

Top scientist warns lack of stable funding for climate research will have serious consequences.

**A**LACK of stable, long-term government funding for Canadian university-based climate and environment research will have serious consequences for the country, says one of Canada's top scientists.

Andrew Weaver, a University of Victoria-based climate expert and holder of the Canada Research Chair in Climate Modeling and Analysis, says the situation is particularly dire because Canada is a northern country and will be affected by climate change more than most.

Last winter the Canadian Foundation for Climate and Atmospheric Sciences, established a decade ago to coordinate and fund weather and climate research projects, said it needed \$25 million in annual funding over 10 years to continue its work. Previous government funding runs out in March 2011 and the foundation has not had its funding renewed since the Conservatives came to power four years ago.

The Harper government has now agreed to extend the foundation's mandate to March 2012, but there's no new federal money in sight for new projects or to build on existing ones.

In an interview with The Canadian Press, Environment Minister Jim Prentice said the government could not make funding decisions that far in advance.

"This basically spells the end for climate and atmospheric science research in Canada," says Weaver. "It has taken nearly two decades for Canada to emerge as an interna-



**Living & Dying on the Sea Ice — Inaction on funding signals the end for climate & atmospheric science research in Canada that tracks everything from air quality & ocean conditions to storm activity, drought & atmospheric change. Scientific discoveries can mitigate adverse impacts of climate change on socio-economic activities, natural ecosystems & for animals such as polar bears, but without researchers, Canada will be left relying on other countries' research for information about its own environment.**

tional leader in this field, and the government is dismantling that in a few months."

Weaver says the government doesn't seem to understand that research grant funding is used to pay the salaries of young scientists in training who go on to be tomorrow's innovators.

"It takes years to find the right staff and put labs in place, and just a few months of uncertainty... to get them to move," he said.

The Harper government says it's investing in research through its

Knowledge Infrastructure Program, but Weaver says beyond photo-ops, that funding won't help.

"Sadly, you can't run infrastructure without salary support for technical staff," he warns. "Massive publicly-funded white elephants are dotting the labs of universities across Canada as people can no longer support technicians to use the infrastructure."

Less than half of what the government says it's investing in university and college research infrastructure is actually going to research re-

lated projects, according to a CAUT analysis of the government's funding announcements.

"In my opinion, the current Canadian administration is anti-science," Weaver said. "Rather than encouraging science to inform policy as in the rest of the developed world, the Harper administration treats science as just another annoyance that should be prorogued so it doesn't interfere with its ideological agenda." ■

# Le gouvernement fédéral tourne le dos à la recherche sur le changement climatique

Un scientifique de renom prévient que l'absence d'un financement stable de la recherche climatologique aura de sérieuses conséquences.

**L'**ETAT doit à tout prix assurer un financement stable et à long terme de la recherche environnementale et climatologique dans les universités canadiennes, sans quoi les conséquences se révéleront dramatiques pour le pays, met en garde l'un des plus éminents scientifiques canadiens.

Selon le climatologue Andrew Weaver de l'Université de Victoria, titulaire de la Chaire de recherche du Canada en modélisation et en analyse climatique, la situation est particulièrement critique du fait que le Canada est un pays nordique et qu'il sera plus touché par les changements climatiques que la majorité des pays.

La Fondation canadienne pour les sciences du climat et de l'atmosphère, établie il y a dix ans pour coordonner et financer les travaux de recherche sur le climat et l'atmosphère, a annoncé l'hiver dernier qu'il lui fallait 25 millions de dollars en financement annuel sur dix ans pour pouvoir continuer à remplir son mandat. Les fonds fédéraux octroyés par le gouvernement précédent seront éprouvés en mars 2011, et les Conservateurs n'ont accordé aucun nouveau financement à la fondation depuis qu'ils sont arrivés au pouvoir il y a quatre ans.

Si le gouvernement Harper continue maintenant de prolonger le mandat de la fondation jusqu'en mars 2012, il n'envisage pas d'affecter de nouvelles sommes à de nouveaux projets ni à des projets en cours.

Dans une entrevue avec La Presse Canadienne, le ministre de l'Environnement Jim Prentice a indiqué que le gouvernement ne pouvait pas prendre de décisions de financement aussi longtemps à l'avance.

« Une telle approche sonne pra-

tement le glas de la recherche climatologique et atmosphérique au Canada », constate M. Weaver. « Le gouvernement est en train de détruire en quelques mois la réputation que le Canada s'est bâtie comme chef de file international dans ce domaine en près de deux décennies. »

Le gouvernement ne semble pas comprendre, observe-t-il, que les subventions de recherche servent à payer les salaires des jeunes scientifiques en formation qui seront les innovateurs de demain.

« Il faut mettre des années pour trouver le personnel compétent et mettre en place des laboratoires, et seulement quelques mois d'incertitude... pour voir tout cela disparaître. »

Le gouvernement Harper affirme investir dans la recherche par le biais de son Programme d'infrastructure du savoir, mais le professeur Weaver soutient qu'au-delà des occasions données au gouvernement de participer à des séances de photo pour les médias, ce financement n'apportera aucune aide.

« Hélas, pour faire fonctionner une infrastructure, il faut pouvoir payer le personnel technique », note-t-il. « Dénormes éléphants blancs financés par l'État prennent racine dans les laboratoires des universités partout au pays alors qu'il est devenu impossible de payer des techniciens pour exploiter les infrastructures. »

Selon une analyse que l'ACPPU a réalisée sur les annonces de financement du gouvernement fédéral, moins de la moitié des fonds que ce dernier prétend investir dans les infrastructures de recherche des universités et des collèges vont en fait à d'autres types de projets.

« Je crois que le gouvernement canadien actuel est hostile à la science », soutient M. Weaver.

« Au lieu de renforcer la capacité de la science à orienter les politiques comme cela se fait dans le reste du monde industrialisé, le gouvernement Harper assimile la science à une autre contrariété qu'il lui faut proroger pour l'empêcher de faire obstacle à son programme idéologique. » ■

## Le conseil d'administration est dissous à l'UPNC

**A**u moment de mettre sous presse la présente édition du *Bulletin*, nous apprenons que l'Assemblée législative de la Fédération des nations indiennes de la Saskatchewan (FSIN) a décidé par vote de dissoudre le conseil d'administration de l'Université des Premières nations du Canada (UPNC) et indiqué qu'elle procéderait à la restructuration du conseil conformément aux recommandations du groupe de travail des chefs de la fédération.

« Nous sommes encouragés par cette nouvelle », a déclaré le directeur général de l'ACPPU, James Turk, le 4 février. Il a indiqué que les changements apportés à la gouvernance, notamment la restructuration du conseil, obligeaient la FSIN à modifier la loi constitutive de l'Université des Premières nations du Canada.

« Nous avons écrit au chef de la FSIN, Guy Lonechild, pour le féliciter d'avoir fait preuve de leadership dans ce dossier et pour lui demander plus de précisions sur les décisions et les projets de la fédération », a fait savoir M. Turk.

« Une fois que des mesures concrètes auront été prises pour mettre en oeuvre les changements qui s'imposent en matière de gouvernance, l'ACPPU sera à même d'envisager la possibilité de lever la sanction de blâme imposée à l'université et de se joindre à la FSIN pour demander au gouvernement provincial de rebâtir le financement de l'établissement. » ■

English on page A2.

## Campus Carbon Footprint Can't Be Ignored

→ From PAGE A3

by the environment and climate change. Our primary means of ensuring such a role remains collective bargaining and identifying potential bargaining issues related to climate change. Associations must also examine their own way of operating weighted against environmental impact.

Finally, as Everett and Copeland remind us, associations must be vigilant in protecting the rights and academic freedom of members who become vulnerable as a result of exposing institutionally-caused environmental harms. ■

### ON THE NET

Climate change a trade union responsibility in higher education, Brian Everett & Rob Copeland, is available at [www.uuc.org/media/pdf/0/climate\\_change\\_ei\\_nov07.pdf](http://www.uuc.org/media/pdf/0/climate_change_ei_nov07.pdf). Information on the Climate Solidarity project is available at [www.climatesolidarity.org.uk](http://www.climatesolidarity.org.uk).

### Correction

In the January President's Column, we reported that Heather Munroe-Blum is president of McGill University. Munroe-Blum is principal and vice-chancellor.



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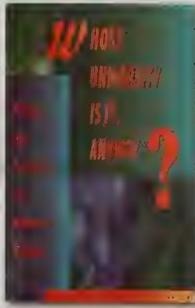
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## IN REVIEW

### Higher Education's Equity Disconnect



#### Whose University Is It, Anyway? Power and Privilege on Gendered Terrain

Anne Wagner, Sandra Acker & Kimine Mayuzumi, eds. Toronto, ON: Sumach Press, 2008; 265 pp; ISBN: 978-1-89454-975-2, paper \$28.95 CA.

By MATTHIAS BIERENSTIEL

**T**HE academic bodies at Canadian universities have traditionally been dominated by white males maintaining their ivory tower privileges. This historical structure has been challenged over the past decades by the arrival of a more diverse student body and resulted in a slowly diversifying faculty body.

Yet, inequalities persist, whether overtly or covertly, in a period when equity policies have become commonplace.

This collection of 14 first-hand perspectives "on gendered terrain" speaks to the many challenges that remain for women, and some men, as they live their university lives around gendered, racialized and classed identities, and examines the contemporary academic body with its diverse gender spectrum and orientations, pedagogical issues, support systems and reaffirmation of strengths.

While the authors focus on gender, each interpolates a different identity viewpoint to the topics covered and allows the reader a wider perspective on how other factors such as race, ethnicity, disability, sexual orientation or gender identity further compound the risk of exclusion and marginalization.

Contributors include students, teaching assistants, administrative staff, contingent

faculty, tenured/tenure-track faculty and administrators. They describe how both power and the social organization of academic life advantage and disadvantage certain groups.

For example, the first chapter underscores the reality of Aboriginal women, and is tellingly summed up in the chapter's title, "I don't know what hurts more — to shut up or speak up." Chapters eight and nine explore the role of teaching assistants and administrative staff, whose contributions are often overlooked despite their close working relationships with both faculty and students. Chapter 11 on being a "chair/woman" describes how the emotional quality of academic managing has been greatly underestimated.

The editors' introduction and chapter endnotes provide a historical overview of the educational literature on gender equity issues and positions it in today's times.

Apart from the audience of scholars and researchers in the field of gender studies, *Whose University Is It, Anyway?* informs on diversity in Canadian higher education for a general readership, and provides a provocative and insightful basis to engage and continue the evolving discourse. ■

Matthias Bierenstiel is a chemistry professor at Cape Breton University in Nova Scotia.

#### QUICK PICKS

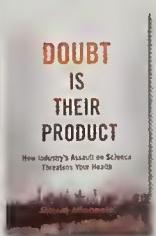


#### Education for the World, Education for All: Quebec Education in the Context of Globalization

Jocelyn Berthelot. Ottawa, ON: Canadian Centre for Policy Alternatives, 2009; 224 pp; ISBN: 978-1-89756-914-6, paper \$15 CA.

Today's cheerleaders for globalization are actually advocating a form of ultroliberalism reminiscent of the unregulated capitalism of the nineteenth century. Their vision of the world is threatening many of the gains achieved in the West. And education, too, is being caught up in the current. Jocelyn Berthelot explains the educational model neo-liberal globalization has engendered, a model that is spreading throughout the world, and examines the situation in Quebec within this broader context. He suggests a comprehensive policy for disadvantaged communities and students with special needs and argues convincingly for the need to continue improving school participation. Finally, he proposes a new deal for

education to put an end to the apartheid that is gradually taking hold in Quebec schools and elsewhere. Essential reading for anyone interested in what is happening in Quebec schools, colleges and universities, this book is also a valuable guide to the neo-liberal-driven international restructuring of education and the resistance it has encountered. It also demonstrates how education can evolve to reflect a humanist vision of globalization instead of the corporate-driven approach which is a reality in so many communities.



#### Doubt Is Their Product: How Industry's Assault on Science Threatens Your Health

David Michaels, ed. Don Mills, ON: Oxford University Press, 2008; 400 pp; ISBN: 978-0-19530-067-3, cloth \$29.95 CA.

In this eye-opening expose, David Michaels reveals how the tobacco industry's duplicitous tactics spawned a multimillion dollar in-

dustry that is dismantling public health safeguards. Product defense consultants, he argues, have increasingly skewed the scientific literature, manufactured and magnified scientific uncertainty and influenced policy decisions to the advantage of polluters and the manufacturers of dangerous products. To keep the public confused about the hazards posed by global warming, second-hand smoke, asbestos, lead, plastics and many other toxic materials, industry executives have hired unscrupulous scientists and lobbyists to dispute scientific evidence about health risks. In doing so, they have not only delayed action on specific hazards, but also constructed barriers to make it harder for lawmakers, government agencies and courts to respond to future threats. The Orwellian strategy of dismissing research conducted by the scientific community as "junk science" and elevating science conducted by product defense specialists to "sound science" status also creates confusion about the very nature of scientific inquiry and undermines the public's confidence in science's ability to address public health and environmental concerns. Such reckless practices have long existed, but Michaels argues the Bush administration deepened the dysfunction by virtually handing over regulatory agencies to the very corporate powers whose products and behavior they are charged with overseeing. In *Doubt is their Product* Michaels proves beyond a doubt, that the regulatory system has been broken. He offers concrete, workable suggestions for how it can be restored by taking the politics out of science and ensuring that concern for public safety, rather than private profits, guides regulatory policy.



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**CIVIL & ENVIRONMENTAL ENGINEERING (WATER/WASTEWATER TREATMENT) – University of Waterloo** invites applications for Civil & Environmental Engineers at the University of Waterloo. Interested individuals are invited to apply for a tenure-track position in the area of Water/Wastewater Treatment Processes and/or Environmental Chemistry at the rank of Assistant or Associate Professor. Candidates are sought with a strong background either in treatment processes or environmental chemistry and with expertise relevant to wastewater or aqueous systems. The successful candidate will complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which presently includes faculty with expertise in water quality, hydraulics, hydrology, endocrinology. Applicants with a PhD in Environmental or Chemical Engineering, Applied Chemistry, or a closely related field will be considered. A valid Canadian Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence, in teaching and research. Individuals with extensive experience in business development and management will be given priority. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and teach undergraduate and graduate courses in the areas of environmental and/or environmental Engineering subjects. These include environmental chemistry, and physico-chemical end-/or biological processes for water and wastewater treatment. The University of Waterloo invites applications from qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX numbers of three referees. Send to Professor R. Christian, Chair of the Science Committee, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.cew.uwaterloo.ca/>). Applications will be considered as soon as possible until the position is filled.

**COMPUTER SCIENCE/HEALTH INFORMATION TECHNOLOGY** – University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Cheriton School of Computer Science, in the area of Health Information. We desire applicants broadly trained to include medical informatics and biomedical systems. The School plans to start a new graduate degree program in health informatics in September 2010. Candidates at all levels of experience are invited to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified postgraduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required. In addition, we desire applicants in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 academic year. The successful candidate will be expected to teach, conduct research, and build a research program. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in research and applied research and houses a diverse group of scholars in a variety of fields. The School attracts exceptional faculty qualified to teach both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which gives the inventor the right to profit from his/her invention. This policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp. and Research In Motion. Please visit our website for more information (<http://www.cs.uwaterloo.ca/>). To submit an application, please register at the submission site (<http://www.cs.uwaterloo.ca/faculty-recruiting.html>). Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. Interested individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**COMPUTER SCIENCE (SOFTWARE ENGINEERING) – University of Waterloo** invites applications for a tenure-track or tenured faculty position in the area of Software Engineering. In the David R. Cheriton School of Computer Science, in the area of Software Engineering, Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence.

in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which gives the inventor the right to profit from his/her invention. This policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp. and Research In Motion. Please visit our website for more information (<http://www.cs.uwaterloo.ca/>). To submit an application, please register at the submission site (<http://www.cs.uwaterloo.ca/faculty-recruiting.html>). Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. Interested individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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E-mail / Courriel: [stewartreid@caut.ca](mailto:stewartreid@caut.ca)



**BRANDON**  
UNIVERSITY

Founded 1899

## DEAN, FACULTY OF EDUCATION

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs.

The new Dean will be an experienced and dynamic leader whose focus on the strength and breadth of the Faculty of Education and its future potential inspires faculty and staff to deliver an excellent educational experience to students. S/he will promote innovation in research on the part of faculty members and students. The successful candidate will continue to raise the profile of the Faculty within the University and externally. The ideal candidate will be a respected scholar, eligible for tenured appointment.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brandon University is committed to the principles of equity in employment.

To learn more about this exciting opportunity, call Maureen MacLean or Maureen Geldart at (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to [info@thegeldartgroup.com](mailto:info@thegeldartgroup.com). The Geldart Group, 2433A Marine Drive, West Vancouver, BC V7V 1L3

**G**  
THE GELDART GROUP  
Executive Search & Leadership Consulting

# CAREERS CARRIÈRES



## David F. Sobey Chair of Business

The David F. Sobey Chair of Business was established in 2005 with an endowment from Mr. David F. Sobey, C.M., Chairman Emeritus of Sobey's Inc. of Stellarton, Nova Scotia. The Sobey School of Business seeks a senior scholar with an international reputation and significant record of research in the area of entrepreneurial studies or merchandising/retail management. The appointment will be at the rank of associate or full professor and begin July 1, 2010 or January 1, 2011 for a three-year period, subject to renewal.

Applicants should have a PhD in business or a related field, a proven track record of working effectively with colleagues and students and an active program of research. The Sobey Chair will be expected to collaborate with faculty, teach in our AACSB accredited programs, conduct research with theoretical/practical significance, and create opportunities for interaction with the business community and with scholars at other universities.

With 70 full-time faculty and an enrollment of approximately 2,500 students in Bachelor of Commerce, MBA, Executive MBA, Master of Finance, Master of Management (Cooperatives and Credit Unions) and PhD (management) programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of

## SOBEY SCHOOL OF BUSINESS

Business is housed in a modern facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Applicants should submit a letter of application, curriculum vitae, and the names and contact information of three references to: Office of the Dean, Sobey School of Business, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3, or by email to [dean.businessschool@smu.ca](mailto:dean.businessschool@smu.ca)

Consideration of candidates will begin March 15, 2010 and continue to be accepted until the position is filled.

[www.sobey.smu.ca](http://www.sobey.smu.ca)

of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering, and Civil Engineering, and the graduate programs in Mechanical & Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanoscience, Engineering & Chemistry and Chemical Engineering draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the region and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been ranked "One of the Top Ten University by reputation in Canada" as located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the major industrial opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of three referees to the Faculty Search Coordinator via the online system at [https://eceadmin.uwaterloo.ca/DCA](http://eceadmin.uwaterloo.ca/DCA). Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Electro-Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications of the device level; 3. Micro and Milli Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, related areas including bio-medical and RF-based devices; 4. Large area electronic sensors; 5. Micro and nano technologies at both material and device levels and potential expansion into bio-applications. The ECE department is home to the Giga-Tech Nano Laboratory (<http://ece.uwaterloo.ca/gtnt/>) and the Carbon Integrated RF Engineering (<http://www.cirfe.uwaterloo.ca/>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these exciting facilities, the ECE department will also be an active member of the Quantum Nano Centre (QNC), a new \$100M teaching and research infrastructure to be completed by year 2012. Applications should include a detailed resume in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's qualifications, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to over 100 faculty members by 2012, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and International applicants, with an enrolment

## Royal Military College of Canada

### Faculty Position in Nuclear Science or Nuclear Engineering

The Department of Chemistry and Chemical Engineering at the Royal Military College of Canada in Kingston, Ontario, invites applications for a tenure track position at the level of Senior Associate Professor or Professor for an appropriately qualified candidate. The Department desires applicants with a doctorate from a recognized university in science or engineering and who have experience in nuclear science or engineering. The candidate is expected to teach at the graduate or undergraduate levels. The candidate must be able to establish and maintain an independent and competitively funded creative research programme and supervise graduate students. The successful candidate is expected to lead research in nuclear science or engineering focusing on the university's SLOWPOKE-2 nuclear reactor.

The Department is involved in research funded by national granting councils, other government agencies and industrial partnerships at an average annual level of \$15 M for the period 2003-08. More information on the Department can be found at: [www.rmc.ca/aca/cce-cgc/index-eng.asp](http://www.rmc.ca/aca/cce-cgc/index-eng.asp)

Current research activity in the nuclear field within the Department of Chemistry & Chemical Engineering includes: neutron activation analysis, non-destructive evaluation (neutron beam tube), radiotisotope production, nuclear counter terrorism, radiological contamination and remediation, nuclear waste management, nuclear fuel engineering, nuclear fuel management, nuclear reactor materials, novel techniques of radiation dosimetry, reactor instrumentation and control, and nuclear reactor design. Plans are underway to develop neutron tomography and enhanced radiochemistry capabilities. The SLOWPOKE-2 Facility is licensed by the CNSC and, because it is a component of a forensic laboratory, is accredited by the Canadian Analytical Laboratory Association.

Industrial, research or academic experience in the nuclear field is required. Candidates with expertise with SLOWPOKE-2 reactors are especially welcomed. The candidate is expected to supervise MSc, MSc and PhD graduate students and professional/technical research staff.

Kingston is a beautiful historic city on the shores of Lake Ontario, easily accessible from Toronto, Ottawa and Montreal, at the head of the St. Lawrence River and at the start of the Thousand Islands, with diverse and eclectic offerings of music, art, history, theatre, sports and live entertainment that create a unique cultural environment. Kingston has been designated as an official bilingual city by the Government of Ontario. The Rideau Canal system linking Kingston and Ottawa has been designated as a World Heritage Site by UNESCO.

For 2008/09 for an Associate Professor, the salary is up to \$108,150 per annum plus an annual Termination Allowance; for a Professor, the salary is up to \$129,401 plus an annual Termination Allowance. The starting salary will be in accordance with professional qualifications and experience. The expected starting time for the position is the late spring of 2010. The closing date for the competition is 31 March 2010.

Candidates with questions about the position may contact Dr. Ron Weir by phone at 613-541-5010 ext 6612 or by email at [weir-r@rmc.ca](mailto:weir-r@rmc.ca).

Interested candidates must submit the following: (i) their curriculum vitae showing their qualifications for the position, including publications and teaching experience, (ii) a statement of current citizenship status, (iii) proof of education, (iv) a one or two page proposal outlining their intended research and (v) the names and addresses of three references to:



**Julie Brown**  
Process number: 09-DND-EA-KGSTN-334727  
**Civilian Human Resources Service Centre**  
**CFB Kingston**  
**PO Box 17000 Station Forces**  
**11 Mercury Crescent,**  
**Kingston, ON K7K 7B4**  
**613-541-5010 ext 2244**  
**Resume.Kingston@forces.gc.ca**

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens, however applicants from outside Canada will be considered. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. For further information, you may consult the Canadian Information Centre for International Credentials and [www.cmec.ca/ciclc/](http://www.cmec.ca/ciclc/)

Le Collège militaire royal du Canada est une institution bilingue dont les étudiants sont des femmes et des hommes, et la présente offre d'emploi s'adresse aussi bien aux femmes qu'aux hommes. Selon les règlements de l'Acé de l'Emploi de la Fonction publique, on doit accorder la préférence aux citoyens canadiens, cependant, on considérera les candidatures provenant de l'étranger du Canada. Les diplômes internationaux à l'adresse internet suivante : [www.cmec.ca/ciclc/](http://www.cmec.ca/ciclc/) pour obtenir de plus amples informations.

## Collège militaire royal du Canada

### Poste de professeur en Science ou génie nucléaires

Le Département de chimie et de génie chimique du Collège militaire royal du Canada de Kingston, Ontario, invite les candidatures à un poste menant à la permanence au niveau de professeur agrégé senior ou de professeur titulaire par des candidats ou candidates démunis qualifiés. Le Département désire des candidats et candidates ayant obtenu un diplôme de doctorat en science ou en génie d'une université reconnue et qui ont acquis une vaste expérience en science ou en génie. Le candidat ou la candidate doit s'attendre à devoir enseigner tant au niveau des cycles supérieurs qu'au niveau du premier cycle. Le candidat ou la candidate doit être capable d'établir et de maintenir un programme de recherche innovateur et pouvant recevoir du financement via les programmes d'octrois compétitifs. Il ou elle doit s'attendre à diriger un ou des projets de recherche en science ou génie nucléaires basés sur le réacteur nucléaire SLOWPOKE-2 de l'Université. Le Département est impliqué dans des programmes de recherche financés par les organismes nationaux d'octroi de recherche, par d'autres organismes gouvernementaux et par des partenariats industriels à un niveau de \$15M pour la période de 2003 à 2008. On pourra trouver plus de renseignements sur le Département au site internet suivant : [www.rmc-cncr.forces.gc.ca/aca/cce-cgc/index-fr.asp](http://www.rmc-cncr.forces.gc.ca/aca/cce-cgc/index-fr.asp). Les domaines de recherche présentement actifs en génie nucléaire incluent les suivants: analyse par activation neutronique, évaluation non-destructrice (tube à laisseur neutronique), production de radio-isotopes, mesures contre le terrorisme nucléaire, contamination et restauration radiologiques, gestion des déchets nucléaires, gène des combustibles nucléaires, gestion du combustible nucléaire, matériaux des réacteurs nucléaires, techniques innovatrices en dosimétrie des rayonnements, instrumentation et contrôle des réacteurs, et design de réacteurs nucléaires. Les travaux sont en cours pour le développement d'installations pour la tomographie neutronique et la radiochimie avancée. Le Laboratoire SLOWPOKE-2 possède une licence émise par la CNSC et, parce qu'il est une composante d'un laboratoire d'analyse légale, il est accrédité par la « Canadian Analytical Laboratory Association ». Ce l'expérience industrielle, en recherche ou académique, dans le domaine du nucléaire est requise. Les candidats et candidates possédant de l'expertise avec le réacteur nucléaire SLOWPOKE-2 sont spécialement recherchés. Le candidat ou la candidate doit s'attendre à avoir à diriger des étudiants de cycles supérieurs en MSc, MSc ou au PhD, en plus de superviser des membres du personnel de recherche professionnel/technique. Kingston est une splendide ville historique sur les rives du lac Ontario, d'accès facile de Toronto, Ottawa et Montréal, à la décharge du lac Ontario dans le fleuve Saint-Laurent et au début des Mille îles, et est dotée d'un ensemble éclectique d'activités en musique, art, histoire, théâtre, sports et spectacles divers, ce qui crée un environnement culturel unique. Kingston a été désignée comme ville officiellement bilingue par le Gouvernement de l'Ontario. Le système du canal Rideau qui relie Kingston et Ottawa a été désigné comme l'un des sites du patrimoine mondial par l'UNESCO. Au niveau du Professeur Agrégé et pour l'année 2009/2010, le salaire annuel maximum était de \$108,150, et, pour un Professeur Titulaire, le salaire maximal était de \$129,401. Ces salaires sont en plus d'une allocation terminable annuelle. Le salaire initial sera selon les qualifications professionnelles et l'expérience. On s'attend à ce que l'emploi débute à la fin du printemps de 2010. La date limite pour soumettre les candidatures pour cette compétition est le 31 mars 2010. Les personnes intéressées qui ont des questions sur ce poste sont invitées à communiquer avec le Dr. Ron Weir par téléphone au 613-541-5010 poste 6612 ou par courriel à l'adresse suivante : [weir-r@rmc.ca](mailto:weir-r@rmc.ca). Les candidats et candidates intéressés doivent envoyer les items suivants: (i) leur curriculum vitae montrant leurs qualifications pour le poste, incluant leurs publications et expérience en enseignement pertinent, (ii) un énoncé du statut de citoyenneté présente, (iii) des preuves de l'éducation académique reçue, (iv) un texte d'une ou de deux pages décrivant une proposition de recherche qui les intéresse et, (v), les noms les adresses de trois personnes pouvant servir de références, à :

**Mme Julie Brown**  
Numéro de procédure : 09-DND-EA-KGSTN-334727  
**Bureau des Ressources Humaines Civiles**  
**Base des Forces Canadiennes de Kingston**  
**C.P. 17000, Succursale Forces**  
**11 Mercury Crescent, Kingston, ON K7K 7B4**  
**613-541-5010, poste 2244 | [Resume.Kingston@forces.gc.ca](mailto:Resume.Kingston@forces.gc.ca)**



# CAREERS CARRIÈRES

## Concordia University's Faculty of Fine Arts

The Faculty of Fine Arts at Concordia University is seeking qualified applicants for limited-term appointments effective August 15, 2010 to May 31, 2011. Subject to budgetary approval, positions may be available in the following departments:

Music, Studio Arts and/or Theatre.

Appointments will be made at the rank of Lecturer or Assistant Professor, depending upon qualifications. Successful candidates will be expected to teach up to 6 courses during their initial 9.5-month appointment and up to 7 courses per annum if reappointed.

Individuals holding limited-term appointments may be reappointed, given continued funding and need, as well as satisfactory job performance. Together, initial appointments and subsequent reappointments may not exceed 36 months or a span of 3 consecutive years.

For detailed information on qualifications and application procedures in each department, please refer to our website: <http://finearts.concordia.ca/officeofthedean/jobpostings>

Positions are available until filled. Applications should be sent as soon as possible, but no later than February 26, 2010.

For more information on the Faculty, visit <http://finearts.concordia.ca>. All qualified applicants are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



## JOE NG/JNE CHAIR IN DESIGN, CONSTRUCTION AND MANAGEMENT OF INFRASTRUCTURE RENEWAL AT MCMASTER UNIVERSITY

The Department of Civil Engineering at McMaster University invites applications from outstanding candidates for the tenure-stream Joe Ng/JNE Chair in Design, Construction and Management of Infrastructure Renewal. Qualified applicants from both the academic and industrial sectors and all academic ranks will be considered. Applicants must have a bachelor and doctoral degree in Civil Engineering and be eligible for registration as a Professional Engineer in the Province of Ontario. Applications from candidates with a demonstrated record of outstanding research, including refereed journal publications and successful supervision of graduate students, are encouraged. The ideal candidate would have a track record involving innovative experimental and/or high quality theoretical research. Interest in structural rehabilitation and retrofit, with emphasis on seismic design and retrofit of structures, durability of infrastructure, and sustainable infrastructure design will be considered an asset. Candidates with interest in sustainable construction practices, green design, design-construction integration, intelligent construction methods for better safety, efficiency and management are encouraged to apply. The successful candidate is expected to teach both undergraduate and graduate courses, supervise graduate students, and attract funding from granting agencies and other external sources to support his/her research activities. She/he is also expected to interact closely with the industrial partners of the Department, particularly with those that have funded the chair, and with others in the Faculty of Engineering.

The Joe Ng/JNE Chair is one of four endowed chairs in the Department of Civil Engineering. They are created to link the research activities of the structural and materials engineering, and engineering mechanics groups within the Department of Civil Engineering to industry. The Department of Civil Engineering has state-of-the-art structural testing facilities, access to an advanced computational network, a vibrant research enterprise, and an internationally recognized faculty in both civil and environmental engineering.

Salary and rank are commensurate with experience and qualifications. Applicants are asked to send their curriculum vitae, a statement detailing research and teaching interests, including anticipated areas of research collaboration with existing faculty in the Department, and names of three referees to:

**Dr. A. Ghani Rezaqpur, Chair, Department of Civil Engineering and Director, Centre for Effective Design of Structures**  
McMaster University, 1280 Main St W, Hamilton, Ontario, Canada L8S 4L7  
Telephone (905) 525-9140 ext. 24912 / Fax: (905) 525-9688 / E-mail: ceds@mcmaster.ca

Applications review will begin immediately and the appointment will ideally commence July 1, 2010. However, applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for these positions. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities.



**Careers > AcademicWork.ca**

recherche dans le domaine de la finance, capable à développer des programmes de recherche pluridisciplinaires et à obtenir des fonds externes de recherche; 3. être un leader à l'échelle nationale et internationale par rapport à ses champs d'expertise; 4. avoir une solide expérience universitaire et de recherche; 5. être en mesure de faire équipe avec les autres membres de l'équipe et de collaborer avec eux. Si vous avez possédé ce profil, n'hésitez pas à nous soumettre votre curriculum vitae accompagné d'une lettre d'intérêt en remettant le tout à l'attention de : [www.kennedyrecruiting.com/cv/applyjob.cfm?ld=154](http://www.kennedyrecruiting.com/cv/applyjob.cfm?ld=154). Les renseignements reçus seront transmis dans toute confidentialité. L'université de Montréal soumet à la diversité et à l'équité en matière de l'emploi et de la promotion au personnel administratif et enseignant à l'Université de Montréal. Ce concours s'adresse en priorité aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu la citoyenneté et résident au Canada. Les candidats doivent être au moins 18 ans.

**FRENCH STUDIES – ST. JEROME'S UNIVERSITY**: The Department of Italian and French Studies at St. Jerome's University (the University of Waterloo) invites applications for a tenure-track position at the rank of Assistant Professor, commencing in Fall 2010. The successful candidate will have a PhD in French Linguistics. The Department is interested in candidates who will have a wide knowledge of French literature and linguistics, and whose language of instruction will be either English or French. Fluency in both French and English, given the importance of teaching at St. Jerome's, is essential. The successful candidate will have extensive experience in university-level teaching, including undergraduate teaching, including courses in French language and linguistics, social linguistics, the history of French and English as languages in contact, phonetics, and translation. The University is situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. While over 1,000 undergraduate students are registered at St. Jerome's in its Faculties of Arts and Mathematics, more than

10,000 of the University of Waterloo's students enrol in the courses offered by St. Jerome's each year. Founded in 1865, St. Jerome's University remains committed to a liberal arts undergraduate education that emphasizes students' growth and development in the intellectual, moral, and spiritual dimensions. For more information on our university, visit our website at [www.sju.ca](http://www.sju.ca). Applications from women and men who are family friendly, and the traditional or non-traditional family, will be an added advantage. The successful candidate will have a research program that requires high performance computing (HPC) facilities such as those provided by SHARCNET. SHARCNET is a consortium of Canadian universities that share a high performance computing facility, linked by advanced fibre optics. The SHARCNET Research Chair in Geomatics will be expected to enhance research, using the planned interdisciplinary studies in interaction with a permanent Interdisciplinary Centre on Climate Change (IC3) and partner institutions. The Department of Geography and Earth Sciences is also part of the Faculty of Environment, which also includes the Department of Environment and Resource Studies, School of Planning, School for Graduate Environmental Development, and Centre for Knowledge Integration. For additional information see: <http://www.environment.uwaterloo.ca/>. The anticipated starting date is July 1, 2010. Applications must include statements of career objectives, teaching philosophy, and candidate's approach to teaching and learning. Applicants must include with the letter of application a C.V. and the names (with contact information) of four referees. Applications must be received by March 1, 2010. The application form is included in the shortlist after an initial review of applications that will commence on February 28, 2010 and continue until the position is filled. The appointment is subject to budgetary approval. Applications should be sent to: Chair, SHARCNET Research Chair Search Committee, De-

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**GEOMATICS – UNIVERSITY OF WATERLOO**: The Department of Geography and Environment at the University of Waterloo invites applications for a tenure track SHARCNET Research Chair in Geomatics at the assistant professor level. Preference will be given to applicants with expertise in climatology and climate modelling, and with teaching experience in physical geography (Earth system science). Candidates must

## CANADA'S PREMIER UNDERGRADUATE EXPERIENCE [WWW.SIFX.CA](http://WWW.SIFX.CA)



## DEAN, FACULTY OF ARTS

**ST. FRANCIS XAVIER UNIVERSITY**, a leading primarily undergraduate university in Canada, is seeking a Dean, Faculty of Arts, with appointment expected July 1, 2010. SIFX prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice. The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts, Science, Education, Business and Information Systems, as well as a School of Nursing and the Coödy International Institute. There are 4500 students from across Canada and around the world with 260 full-time faculty dedicated to providing students with a post-secondary education conducive to intellectual and personal growth. The University is in the midst of an impressive infrastructure renewal program.

The Faculty of Arts offers degrees in the Humanities, Social Sciences and Fine Arts, as well as offering interdisciplinary programs in Aquatic Resources, Canadian Studies, Catholic Studies, Development Studies and Women's Studies.

SIFX has a strong commitment to research, and is successful in national granting agency competitions. SIFX counts among its faculty CRCs and holders of SSHRC, NSERC, CIHR and NSHFR grants, as well as scholars with internationally acclaimed records of publication.

The position of Dean of Arts requires strong leadership, administrative abilities and a proven record of scholarship. We seek an individual with demonstrated interpersonal skills who is able to interact with students, faculty, and senior administrators. The successful candidate will encourage and promote the development of innovative strategies to maintain our current excellence in teaching and research, and will foster the highest possible level of intellectual culture on campus. A keen awareness of the diverse nature and needs of the Humanities, Social Sciences and Fine Arts is essential. The new Dean of Arts will also show initiative in recruiting and retaining faculty and students.

The normal term of appointment is up to six years and is renewable. St. Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

Nominations or expressions of interest should be directed, in confidence, to the address shown below.

The Search Committee will begin to review expressions of interest February 15, 2010.

**Dr. Sean Riley**  
President and Vice-Chancellor  
St. Francis Xavier University  
PO Box 5000  
Antigonish NS, B2G 2W5  
[www.sfx.ca](http://www.sfx.ca)  
[deansearch@sfx.ca](mailto:deansearch@sfx.ca)



**SIFX** PREMIER EXPERIENCE  
PREMIER PEOPLE

# CAREERS CARRIÈRES

Department of Geography & Environmental Management, University of Waterloo, University of Waterloo, Waterloo, ON N2L 3G1. The University of Waterloo invites applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **CIVIL ENGINEERING — UNIVERSITY OF TORONTO** The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level. The appointment is effective July 1, 2010 or as soon as possible thereafter. Candidates are sought with a strong background either in mining engineering or geotechnical engineering. The Department of Civil Engineering at the University of Toronto is committed to excellence in teaching and interdisciplinary research. The successful candidate will be associated with the Lassonde Institute for Engineering Geosystems and the Canadian Mineral Engineering Program. The Lassonde Institute promotes and facilitates cross-disciplinary research related to challenges facing the mining industry in Canada. Construction is currently in progress for the new home of the Lassonde Institute, a \$20-million mining innovation centre to be completed by early 2011. The Lassonde Mineral Engineering Program is an undergraduate and interdisciplinary program that offers a Bachelor of Science in Civil Engineering that crosses traditional barriers in university education. Graduates gain a diversified education in the areas of mining, geotechnical, environmental, applied science and engineering that makes them highly sought out by industry, consulting and research establishments. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, teach undergraduate and graduate courses in the Civil Engineering Program, and the Lassonde Mineral Engineering Program. Candidates should hold a doctoral degree or be eligible for registration as a Professional Engineer.

Salary will be commensurate with qualifications and experience. All interested parties are encouraged to apply online at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please send your ap-

plication to Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 1 St. George Street, Room 344, 107, Toronto, Ontario, M5S 3A4. Application should include a detailed curriculum vitae (including publications and evidence of capacity and potential), a statement of research interests, and a list of at least four professional and character referees. The closing date for receipt of applications is March 15, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aborigines, persons with disabilities, members of the LGBTQ community, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. To apply, visit [www.utoronto.ca/careers/](http://www.utoronto.ca/careers/) (CHARE) — Université de Montréal. L'institut canadien de recherche en politiques et administration publiques (ICRAP) a été fondé en 1983, est situé sur le Campus Montréal de l'Université de Montréal. L'ICRAP mène et encourage des recherches et applique des recherches fondamentales des dynamiques économiques, sociales, politiques et culturelles qui soutiennent le développement et des réseaux, des territoires et des collectivités canadiennes et du Canada atlantique. Pour poursuivre sa mission et assurer son rayonnement et son influence, l'ICRAP recherche activement une ou un Titulaire d'un doctorat en sciences politiques ou en GOUVERNEMENT PUBLIQUE. Dans le cadre de vos fonctions, vous êtes appelé à guider un programme de recherche autour des thématiques de la gouvernance et de l'administration publique et à enseigner et à superviser le personnel enseignant et de recherche de l'Université de Montréal. La Chaire Louis-Robichaud en gouvernance publique vise le développement de nouvelles connaissances et de meilleures pratiques dans les domaines intervenants ou institutions intéressées. Le programme de recherche touchera notamment, mais non exclusivement, les questions relatives à l'analyse des politiques économiques, politiques de l'environnement et modèles de gouvernement ainsi que des relations intergouvernementales. Vous aurez aussi une responsabilité d'enseignement dans un département de l'Université de Montréal qui offre des cours en lien avec vos domaines

de spécialisation. Votre mandat est d'une durée de deux ans et peut être renouvelé pour un poste renouvelé à la permanence au rang de professeur(e) adjoint(e) ou de professeur(e) agrégé(e). Profil idéal: 1. doctorat avec une spécialisation en science politique, en administration publique ou dans des domaines connexes; 2. une dossier de réalisations en recherche, capacité à mener des programmes de recherche multidisciplinaires et à obtenir des fonds externes de recherche; 3. être un leader à l'échelle nationale et internationale dans un ou plusieurs champs d'expertise; 4. maîtriser le français et l'anglais, tant à l'oral qu'à l'écrit. Si vous croyez posséder ce profil, n'hésitez pas à nous faire part de votre intérêt et de votre accompagnement d'un dossier d'inscription en suivant le Formulaire d'appel: <http://www.kennfrancine.com//apply/pdf/c27id=153>. Les renseignements requis seront traités en toute confidentialité. Les candidats qui souhaitent la diversité et à l'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyens et étrangers canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada. Vous êtes dans le meilleur intérêt de la recherche et de l'enseignement au Canada.

## H

■ **HUMANITIES — University of King's College**, The University of King's College Invites applications for the position of Teaching Fellow. The position is a one-year contract beginning 1 July 2010, with two possible renewals subject to review and budgetary approval. Duties include teaching and research. The teaching load is 12 hours per week, plus a team-taught programme for first-year students which considers the Western tradition (including works of literature, philosophy, religion and art) from the ancient world to the present. Teaching Fellowships are available for approximately 15 students for four to eight hours a week, plus attend lectures for 8 hours. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. Salary range: \$20,000-\$22,741.628 (2009-2010). A letter of application, with a curriculum vitae, three letters of reference and a teaching dossier, should be sent to Dr. Peggy Heller, Director, Foundation Year Programme, University of King's College,

**CANADA'S PREMIER  
UNDERGRADUATE EXPERIENCE**  
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UNIVERSITY

## DEAN, FACULTY OF SCIENCE

**ST. FRANCIS XAVIER UNIVERSITY**, Canada's leading primarily undergraduate university is seeking a Dean, Faculty of Science, with appointment expected July 1, 2010. SFX prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice. The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts, Science, Education, Business and Information Systems, as well as a School of Nursing and the Coady International Institute. There are over 4500 students from across Canada and around the world and 260 full-time faculty dedicated to providing students with a post-secondary education conducive to intellectual and personal growth. The University is in the midst of an impressive infrastructure renewal program and has added a state-of-the-art physical sciences building.

The Faculty of Science offers Bachelor of Science degrees in the departments of Biology, Chemistry, Earth Sciences, Human Kinetics, Human Nutrition, Mathematics, Statistics and Computer Science, and Physics, as well as in the School of Nursing and in interdisciplinary programs in Aquatic Resources and in Environmental Sciences. SFX also offers a Master of Science program in several departments and a Diploma in Engineering.

SFX has a strong commitment to research in the sciences. The University has consistently been a leader among Canada's primarily undergraduate universities both in total NSERC funding and proportion of grant-holding faculty. The University has received significant funding through the CFI and AIF programs.

The position of Dean of Science requires strong leadership, administrative abilities and a proven record of scholarship. We seek an individual with demonstrated interpersonal skills who is able to interact with students, faculty, and senior administrators; someone who will encourage and promote the development of innovative strategies to maintain our current excellence in teaching and research, and to pursue new opportunities. A keen awareness of the diverse nature of basic, interdisciplinary and applied sciences is essential. The successful individual will also show initiative in recruiting and retaining faculty and students.

The normal term of appointment is up to six years and is renewable. St. Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

Nominations or expressions of interest should be directed, in confidence, to the address shown below.

The Search Committee will begin to review expressions of interest January 31, 2010.

**Dr. Sean Riley**  
President and Vice-Chancellor  
St. Francis Xavier University  
PO Box 5000  
Antigonish NS, B2G 2W5  
[www.sfx.ca](http://www.sfx.ca)  
[deansearch@sfx.ca](mailto:deansearch@sfx.ca)



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## Assistant/Associate Professor Community Health & Humanities FACTORY OF MEDICINE



### » Competition Number: VPA # MEDI-2008-001

This is a tenure track, faculty position at the level of Assistant or Associate Professor in the Faculty of Medicine, Memorial University of Newfoundland. The position will be based at the Labrador Institute, Happy Valley-Goose Bay, with full access to the Institute's facilities. The position also will have access to resources within the Faculty of Medicine, Memorial University. This position reports to the Associate Dean, Division of Community Health and Humanities.

The successful candidate will be expected to develop their own research agenda relative to the needs of the northern and aboriginal peoples of the region in collaboration with local communities and health workers. In addition, it is expected that the position will assist in building local research capacity including advising/collaborating on research proposal development, applying for grants, the utilization and creation of databases and the dissemination of knowledge. It is anticipated that the position will work closely with Labrador-Grenfell Health; the Labrador Institute; the Nunatsiavut Department of Health and Social Development, Sheshashit Innu Health Commission and Musuash Innu Health Commission; and communities in the region. The individual would be expected to participate in appropriate activities of the Division of Community Health and Humanities, Faculty of Medicine including: teaching, strategic planning and student support.

Candidates must have knowledge of northern and aboriginal health issues and the ability to develop a productive related research program supported by external funding. Ideally, candidates should possess a PhD in an appropriate health-related field. However, candidates who do not possess a PhD but have relevant experience and are willing to commit to a PhD program will be considered. The successful candidate will have experience in interdisciplinary collaboration, experience in community-based participatory research, and an appreciation for the ethical complexities of health research involving aboriginal peoples.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or Associate Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. To be appointed at the rank of Associate Professor, candidates must have the current rank of Associate Professor or be in the 6th year of service as an Assistant Professor with appointment at the higher rank as recommended by the Search Committee and the Dean.

This position is based in Happy Valley-Goose Bay a community of 8,600 and an administrative center for Labrador. Happy Valley-Goose Bay is a good place for bringing up families and offers great opportunities for outdoor activities. Inuit, Inuit, Labrador Métis are part of the diverse culture in the region.

The Labrador Institute of Memorial University was established to stimulate, coordinate, and support University projects to promote the well-being of the people of Labrador and to expand the Labrador knowledge base. Its location in Happy Valley-Goose Bay increases the opportunity to work directly with aboriginal groups and to be attuned to the Labrador context and issues. The Institute identifies research opportunities in which the capabilities of the University can address community concerns and contribute to increased knowledge and skills in Labrador. The research center in Happy Valley-Goose Bay will be within the area designated as the Canadian Circumpolar Region and as such provide enhanced opportunities for obtaining research grants.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 18,000 students, Memorial provides a distinctive and stimulating environment for learning.

Applications should be received by the Division of Community Health and Humanities by **March 31st, 2010**.

Applications should be addressed to: **Associate Dean, Division of Community Health and Humanities, Faculty of Medicine, Memorial University, A1B 3V6**. Applications can be submitted electronically to [brendah@mun.ca](mailto:brendah@mun.ca) or by fax: (709) 777-7382. Please quote VPA # MEDI-2008-001.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

# CAREERS CARRIÈRES

Halifax, Nova Scotia, B3H 2A4. Complete applications, along with letters of reference, should be received in hardcopy format by Friday, 19 March 2010. The position is subject to enrolment and budgetary approval. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens, permanent residents and those eligible under the North American Free Trade Agreement. The University of King's College is committed to equity of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are strongly encouraged to apply.

■ HYDROLOGY — McMaster University, The School of Geography and Earth Sciences (SGES) at McMaster University in Hamilton, Ontario, Canada invites applications for a full-time tenure track position at the Assistant Professor level beginning July or September 2010 in cold regions hydrology.

Qualified candidates at more senior levels will be considered under exceptional circumstances. McMaster University is among leading Canadian universities with 24,000 full-time undergraduate and 3,000 graduate students. SGES has 29 full-time faculty members with more than 1/3 of them focusing on water related research. The Hydro-

logical Sciences program of SGES has an excellent national and international reputation for research and teaching in cold-region hydrology. For further information about SGES please visit [www.sges.mcmaster.ca](http://www.sges.mcmaster.ca). A successful candidate must have a PhD in hydrology, physical geography, or earth and environmental sciences at time of appointment. We are particularly interested in an individual with a strong back-

ground or research experience in physical hydrology and who undertakes field research in snow, ice and/or frozen ground hydrological processes. Research experience in northern regions is preferred. The candidate is expected to teach courses in their area of expertise. Teaching load will be determined by the applicant. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and is a leader in diversity and equality and stands. This University encourages applicants from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities. Applications should send a cover letter outlining their research interests, a copy of their curriculum vitae, a brief teaching dossier including a statement of teaching philosophy (max. 2 pp.) and evidence of research accomplishments. Materials may be sent as hard copy or as a pdf file. Electronic copies of no more than three published reprints or works in progress may also be sent to [hr@mcmaster.ca](mailto:hr@mcmaster.ca). All applications must be received by 15 February 2010. Candidates are required to ensure that three referees send letters of recommendation to the Search Committee Chair by the closing date. Electronic copies will be sent to their referee. Dr. John Evans, Chair, Search Committee, School of Geography and Earth Sciences, General Science Building, Room 206, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1; Tel: (905) 525-9140, Ext. 23152; Fax: (905) 546-0463; Email: [evans@mcmaster.ca](mailto:evans@mcmaster.ca).

M

■ MANAGEMENT SCIENCES (BEHAVIORAL SCIENCES) — University of Waterloo. The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professional appointment at the rank of Professor. Applications are invited to begin in September 2010. Applicants should hold a PhD, or near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, marketing, operations management, and/or information systems. Applications are invited from individuals who have demonstrated research and teaching potential in applied aspects of technology use, decision making, new product development, social media, organisational behaviour, computer interaction, and/or conduct experiments in problems arising from the workplace. Is highly desirable. An undergraduate degree in management or an equivalent discipline. Management Sciences is a dynamic and growing interdisciplinary team in the Faculty of Engineering that has active research and teaching activities in information systems, operations research, engineering management, and engineering design. The Department offers a co-operative degree in Management Engineering, as well as MScs, MAsc and PhD programs. Applications are to be submitted electronically to [www.mngmnt.uwaterloo.ca/OFAS/](http://www.mngmnt.uwaterloo.ca/OFAS/). Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will begin immediately and will continue until the positions are filled. For further information contact Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from individuals including women, members of visible minorities, native peoples, and persons with disabilities.

K

■ KINESIOLOGY — University of Waterloo. Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology. The closing date for applications is 15 February 2010. Candidates must have expertise in a field related to clinical musculoskeletal biomechanics, such as kinematics, neurophysiology, physiology, mechanics, and/or biomechanics. Evidence of research expertise may include, but are not limited to: musculoskeletal modeling, gait analysis, impact, vibration exposure, tissue injury, reliability/measurement, and the study of optimal motion and motor patterns. Evidence of performance or reduced risk of injury. Applicants with a fundamental research focus including healthy and pathological populations with potential clinical applications are especially encouraged to apply. Candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of potential for excellence in teaching related to clinical musculoskeletal biomechanics and tissue injury. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research to help improve the health and quality of life of individuals not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple research centres including the Centre for Research Excellence for Prevention of Osteoporotic Disorders and the Schlegel-UW Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate levels, and supervision of graduate students. Salary will be commensurate with qualifications and experience. The closing date for applications is March 31, 2010. Interested applicants should send a curriculum vitae and arrange for three letters of reference to be sent to Dr. Sallie Mary's University, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University encourages applications from individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ LINGUISTICS — Saint Mary's University. The Linguistics Program at Saint Mary's University invites applications for a three-year contract position in Linguistics at an entry-level rank of Assistant Professor starting 1 July 2010. Applicants should have a PhD in hand and demonstrate the ability to teach undergraduate courses in the linguistics program and carry out research in their area of specialization. The ideal candidate will have a specialization in Phonology and ability to teach introductory Linguistics and Morphology. In our oral linguistics program, candidates will also have a demonstrated research interest in an area of empirical investigation and/or application which can be integrated into their teaching. We particularly welcome the application of candidates who will receive a secondary appointment to the Linguistics Program and hold a secondary cross-appointment in a cognate Department in the Faculty of Arts. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs for full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In keeping with its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It embraces high priority to promoting this personal as well as the intellectual development of students through collaborative engagement with global issues, and to fostering the spirit of critical enquiry through the effective integration of teaching and research. Applications should include a teaching dossier, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information for three referees to: Dr. Elissa Asp, Coordinator, Linguistics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications or queries may be sent to [Elissa.Asp@smu.ca](mailto:Elissa.Asp@smu.ca). Applications will begin receiving applications on March 1, 2010 and will continue until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments in Operations Research at any level to begin May 2010 or later. Applicants should hold a PhD, or near completion of their doctorate, and have a strong technical background in industrial systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as operations research, heuristics and supply chain management. Individuals in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of operations research methods in Industry settings. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in information systems, operations research and management of technology. The Department offers a co-operative undergraduate degree in Management Engineering, as well as MScs, MAsc and PhD programs. Examples of courses offered include: Quantitative Methods for Business, Decision Making, Optimization, Simulation, Decision Models, stochastic processes, work processes, and quality management. Applications to be submitted electronically at [www.mngmnt.uwaterloo.ca/OFAS/](http://www.mngmnt.uwaterloo.ca/OFAS/). Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications.

## College of Humanities and Social Sciences United Arab Emirates University

UAE University is the largest and most comprehensive federal university in the United Arab Emirates. It has some 13,000 students, 1,000 faculty members and offers well over 70 programs at all levels through ten Faculties, of which the College of Humanities and Social Sciences is the largest. The University is developing rapidly into a research-intensive, globally recognized institution, and has high expectations for the research capacity of its faculty members. English is the language of instruction. We are currently seeking faculty members in the following disciplines:

### FINE ARTS (preference for VISUAL or FILM ARTS)

Building existing studies in film and theatre, the Faculty is developing a new program in the Fine Arts. It is seeking a faculty member in Visual Arts or Film Studies who can join the team of people elaborating and offering the new program. Candidates must hold the PhD. Open to any rank.

Address queries about the positions to Dr. Dennis Leavens, Associate Dean, Humanities, at [dleavens@uaeu.ac.ae](mailto:dleavens@uaeu.ac.ae). University policy requires all applications to be completed on its website: [www.uaeu.ac.ae](http://www.uaeu.ac.ae). "Jobs." Further information can be found there.

### SOCIAL WORK

The Social Work department offers a BSW program and is currently developing an MSW program. The Department of Social Work is recruiting full-time faculty members for 2010–11 in the following fields:

- (1) Social Policy at Assistant, Associate or full Professor rank.
- (2) Social Work Practice at Assistant and Associate Professor rank.

The University is becoming a research-intensive institution and has high expectations for the research capacity of faculty members. The Department offers an evidence-based approach to social work praxis. Its curriculum includes both a social policy/research sequence and a work experience (practicum) sequence. The Department is currently developing an MSW program. English is the university's language of instruction but most clients with whom students interact are Arabic speakers. Capacity in both English and Arabic is preferred for candidates for the position in social work practice.

Address queries about the positions to Dr. Robert Villa, Chair, Social Work, United Arab Emirates University, at [rville@uaeu.ac.ae](mailto:rville@uaeu.ac.ae). University policy requires all applications to be completed on its website: [www.uaeu.ac.ae](http://www.uaeu.ac.ae), "Jobs."

### SOCIOLOGY OF RAPID CHANGE

(with a focus on FAMILY AND GENDER)

The College of Humanities and Social Sciences is looking for applications and nominations of outstanding faculty at the ranks of associate and full professor for a cluster of specialists in the Sociology of Rapid Change, with a particular focus on Family and Gender. Candidates must have outstanding research records and an active ongoing research agenda. Apart from ongoing research work, the primary responsibility will be teaching and guiding doctoral students.

There is additional information on at [www.uaeu.ac.ae](http://www.uaeu.ac.ae), "Jobs."

Please address any nominations or queries to

Dean Donald N. Baker at [donald.baker@uaeu.ac.ae](mailto:donald.baker@uaeu.ac.ae).

### NEURO-LINGUISTICS

The College of Humanities and Social Sciences is looking for applications and nominations of outstanding faculty at the ranks of associate and full professor for a cluster of specialists in Neuro-Linguistics. Candidates must have outstanding research records and an active ongoing research agenda. Apart from ongoing research work, the primary responsibility will be teaching and guiding doctoral students.

There is additional information on at [www.uaeu.ac.ae](http://www.uaeu.ac.ae), "Jobs."

Please address any nominations or queries to

Dean Donald N. Baker at [donald.baker@uaeu.ac.ae](mailto:donald.baker@uaeu.ac.ae).

**UAEU**  
United Arab  
Emirates  
University  
College of Humanities and  
Social Sciences



## HASKAYNE School of Business



## Richard F. Haskayne, OC, FCA, Chair in Accounting

The Haskayne School of Business at the University of Calgary invites nominations and applications for the Richard F. Haskayne, OC, FCA, Chair in Accounting.

The holder of the Haskayne Chair will provide leadership in scholarly research in the field of Accounting and will interact in a significant way with the business and professional accounting communities. Candidates must have a PhD., an outstanding research record in pinnacle academic journals, a record of collaboration with industry, and proven ability to work effectively with colleagues and graduate students to build a strong research culture. Credentials should be appropriate for appointment at the rank of full Professor or senior Associate. High motivation for teaching at both graduate and undergraduate levels is also required.

Accredited by AACSB International, the Haskayne School is a progressive and innovative school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With 77 full-time academics, of whom 7 are chaired professors, and more than 3,000 full- and part-time students currently enrolled in bachelor's, master's, Ph.D. and executive education programs, the School boasts more than 17,000 alumni in 70 countries around the globe. For more information, visit [www.haskayne.ucalgary.ca](http://www.haskayne.ucalgary.ca).

The Haskayne School is located in Calgary, a major city with a population of just over one million. With the highest concentration of head offices of any metropolitan centre in Canada and one of the best educated populations in North America, Calgary continues to build on the success of its energy, high-tech, financial services and tourism sectors. The Haskayne School benefits from having established strong ties to the business community and takes pride in working with its partners to produce highly-qualified graduates. Situated in the foothills of the pristine Canadian Rocky Mountains, Calgary offers excellent year-round recreational opportunities and is rich in arts, culture and entertainment.

All qualified candidates are encouraged to apply. The University of Calgary respects, appreciates and encourages diversity. Consideration of candidates will continue until the position is filled. Applications should include a curriculum vitae and a one-page statement of research interests. All correspondence should be submitted in confidence to the address below.

Janet Wright & Associates Inc.  
174 Bedford Road  
Toronto, Ontario M5R 2K9  
[haskaynechair@jwasearch.com](mailto:haskaynechair@jwasearch.com)

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■ LINGUISTICS — Saint Mary's University. The Linguistics Program at Saint Mary's University invites applications for a three-year contract position in Linguistics at an entry-level rank of Assistant Professor starting 1 July 2010. Applicants should have a PhD in hand and demonstrate the ability to teach undergraduate courses in the linguistics program and carry out research in their area of specialization. The ideal candidate will have a specialization in Phonology and ability to teach introductory Linguistics and Morphology. In our oral linguistics program, candidates will also have a demonstrated research interest in an area of empirical investigation and/or application which can be integrated into their teaching. We particularly welcome the application of candidates who will receive a secondary appointment to the Linguistics Program and hold a secondary cross-appointment in a cognate Department in the Faculty of Arts. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs for full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In keeping with its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It embraces high priority to promoting this personal as well as the intellectual development of students through collaborative engagement with global issues, and to fostering the spirit of critical enquiry through the effective integration of teaching and research. Applications should include a teaching dossier, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information for three referees to: Dr. Elissa Asp, Coordinator, Linguistics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications or queries may be sent to [Elissa.Asp@smu.ca](mailto:Elissa.Asp@smu.ca). Applications will begin receiving applications on March 1, 2010 and will continue until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments in Operations Research at any level to begin May 2010 or later. Applicants should hold a PhD, or near completion of their doctorate, and have a strong technical background in industrial systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as operations research, heuristics and supply chain management. Individuals in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of operations research methods in Industry settings. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in information systems, operations research and management of technology. The Department offers a co-operative undergraduate degree in Management Engineering, as well as MScs, MAsc and PhD programs. Examples of courses offered include: Quantitative Methods for Business, Decision Making, Optimization, Simulation, Decision Models, stochastic processes, work processes, and quality management. Applications to be submitted electronically at [www.mngmnt.uwaterloo.ca/OFAS/](http://www.mngmnt.uwaterloo.ca/OFAS/). Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications.







# CAREERS CARRIÈRES



**UNIVERSITY OF  
SASKATCHEWAN**

## DEAN, COLLEGE OF ARTS AND SCIENCE

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research, and innovation. An institution on the move, with a growing reputation and high aspirations, the U of S is poised to become one of the country's pre-eminent research-intensive universities. The academic community comprises more than 18,500 undergraduate and graduate students, 1,100 faculty, and 6,400 staff and its 17 colleges and schools offer an array of discipline-based, interdisciplinary, and professional programs.

Established in 1908, the College of Arts and Science presents a dynamic mix of teaching and research across the full range of the humanities, fine arts, sciences, and social sciences. With nearly 8,000 students the College is the largest at the University of Saskatchewan and is comprised of 22 departments, 4 affiliated programs and 17 interdisciplinary programs, taught by more than 300 faculty members.

Reporting to the Provost and assisted by three vice-deans and other members of the college leadership team, the Dean of the College of Arts & Science will provide leadership to a College distinguished in scholarship and teaching at both the undergraduate and graduate levels. The dean will have the ability to balance fairly the demands of a multi-divisional College and also to capitalize on opportunities for synergy and collaboration across campus and externally. She/he will possess both a strong record of research and scholarly achievement as well as progressive and relevant experience in administration. This exciting role demands superb interpersonal and communication skills, and sound judgment to lead the continuing development of the academic programs, research, and creative life within the College.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (two men, Aboriginal peoples, people with disabilities and visible minorities) are encouraged to apply.

To learn more about this exciting opportunity, call Maureen MacLean or Maureen Geldart at The Geldart Group: (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to [info@thegeldartgroup.com](mailto:info@thegeldartgroup.com).

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## Vice-Provost and Dean of Students

The University of Alberta, a comprehensive research university of 37,000 students in western Canada, seeks a dynamic, accomplished administrator to serve as Vice-Provost and Dean of Students. The successful candidate will be passionate about building student engagement, advocating for all students, and enhancing the student experience. She/he must have a demonstrated commitment to excellence in teaching and research, a strong record of scholarship and research, and proven leadership and administrative abilities. She/he must have experience in student affairs at the post-secondary level and/or a thorough understanding of the student experience and the support and services that promote a successful student experience.

The Vice-Provost and Dean of Students is responsible for the strategy, oversight and management of the Office of the Dean of Students and 17 University Student Services units. She/he will view Student Services as a single integrated organization whose goal is to remove barriers to students' success and to enhance their level of engagement. Given the complexity and range of activities, the Vice-Provost and Dean must be an excellent administrator and manager of human and fiscal resources. Experience in or demonstrated understanding of fundraising and external relations is required as a significant amount of Student Services' budget comes from donations and other outside sources. Candidates must have an earned PhD or other terminal degree.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

The University of Alberta is one of the top 100 public teaching and research universities in the world, with more than 14,000 faculty and staff. Founded more than a century ago, the University has an annual budget in excess of \$1.3 billion and attracts well over \$400 million in external research funding. The University is located in Edmonton, a vibrant, friendly city of a million people, offering a rich cultural and recreational life. The largest of five campuses is located adjacent to the spectacular North Saskatchewan River Valley and is less than a 4-hour drive from the Rockies.

The committee will begin considering candidates in February 2010. Applications should include a letter of interest, curriculum vitae and three references. For more information, please see Competition No. A103110361 at [www.careers.ualberta.ca](http://www.careers.ualberta.ca). Contact Elizabeth Hurley or Anurag Shourie at 780-420-9900 with questions on this opportunity. Nominations, applications, or expressions of interest may be submitted in confidence to:

Davies Park Executive Search Consultants  
1505, Scotia 2  
10060 Jasper Avenue  
Edmonton, Alberta, Canada T5J 3R8  
Email: [careers@daviespark.com](mailto:careers@daviespark.com)  
Fax: (780) 426-2936

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## P

**PHARMACY (COMMUNITY HOSPITAL ANTIMICROBIAL STEWARDSHIP)** — University of Waterloo. The School of Pharmacy at the University of Waterloo created a new antimicrobial stewardship program that emphasizes innovative academic excellence while embracing practical "real world" experience. This collaborative program is designed to educate pharmacists in pharmaceutical partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create practical ways to combat antibiotic resistance and to confront community based health care challenges. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and energetic faculty member who shares this vision, for our ground-breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities means that you are likely to connect less time to travel to work, enjoy the best of vibrant city life and scenic country charm. Interact with employees from entrepreneurial companies such as RIM, the maker of BlackBerry, the Open Text, and Bell. Benefit from a rich culture of academic, professional, and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy team and research faculty model that would see a portion of cost savings, realized in the program, reserved for Infectious Disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that will improve antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. The individual will be expected to teach and lead the infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff and establish an antimicrobial and drug sup-

ervatory reported program. Research opportunities exist in many areas including evaluation of antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc.; collaboration with other institutions, faculty, students and patients of our School of Pharmacy curriculum; our educational plan uniquely combines medical pharmacology, public health, emergency preparedness, infection control, basic pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practical experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, or PhD degree. Candidates must have post-doctoral experience and/or practical pharmaceutical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practical methods, duties will include teaching at all undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae; 2) names of three individuals willing to write letters of reference; 3) a one-page statement regarding teaching philosophy; and 4) an outline (1-2 pages) of the proposed scholarly activity. Please submit application and application to [pharmacy.uwaterloo.ca](http://pharmacy.uwaterloo.ca). Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will receive priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**PHARMACY (RURAL PRIMARY CARE)** — University of Waterloo. The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and practice. Our goal is to collaborate with front line partners to create positions where focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm. Interact with employees from entrepreneurial companies such as RIM, the maker of BlackBerry, the Open Text, and Bell. Benefit from a rich culture of academic, professional, and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information is available at [www.pharmacy.uwaterloo.ca](http://www.pharmacy.uwaterloo.ca). Gateway Rural Health Re-

  
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 **Department of Civil Engineering  
University of Toronto**

## Assistant Professor in Civil Engineering (Tenure Stream) Structural Engineering

The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level. The appointment to this position will be made July 1, 2010, or as soon as possible thereafter. Candidates are sought with a strong research background in structural engineering with a focus on the emerging area of pseudodynamic testing and servo-hydraulic systems for simulating extreme loading conditions on structures. Candidates for this position should display a strong research background on the integration of large-scale servo-hydraulic testing systems with advanced computer models and demonstrate potential for making use of the state-of-the-art actuating and sensing equipment that has been acquired in the new Structural Testing Facility as part of the \$8M (CFI-ORF) upgrade that was recently completed.

The Department of Civil Engineering at the University of Toronto is committed to excellence in teaching and interdisciplinary research at the leading edge with strength in both experimental and modeling research. Evidence of excellence in teaching and research is necessary. Candidates should hold a doctoral degree in structural engineering or its equivalent and be eligible for registration as a Professional Engineer in Ontario. The successful applicant is expected to have excellent communication skills, be able to supervise graduate students, and teach undergraduate and graduate courses in Civil Engineering. Salary will be commensurate with qualifications and experience.

All interested parties are encouraged to apply on-line at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please send your application to Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB107, Toronto, Ontario, M5S 1A4. Application should include a detailed curriculum vitae (including publications and evidence of capacity and impact), a description of research, teaching and professional interests, and a list of at least four professional and character references. The closing date for receipt of applications is **March 5, 2010**.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

# CAREERS CARRIÈRES

search Institute located in Seaford, Ontario (approximately one hour west of Kitchener/Waterloo) is creating a centre to research health issues in rural areas, the first community-based rural research centre in Canada. Two of its major drivers are that most healthcare-related research is done in urban Canada and that is based on test populations located close to large urban medical centres, and studies show a higher prevalence for a number of medical conditions and probability for medical conditions to develop in rural areas. As a critical member of the health care and research team, they are partnering with us to create a rural primary care facility position.

Gateway provides a unique professional platform for individuals that like working in hospitals, long term care facilities and a Community Care Access Centre, and is strategically placed for the development of ambulatory primary care services and practice research. Opportunities on the horizon will provide an array of opportunities exist for teaching in many primary care areas within our integrated patient focused care service series. This individual would hold a staff role, in guiding our clinical development work, and work to produce graduates who can participate in the expanding scope of pharmacy practice here in Ontario. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applications must hold a valid B.Sc. or PhD degree. Candidates must have post-graduate experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program, demonstrate leadership in scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees in pharmaceutical and related practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding the proposed scholarship, and 4) copies of 1-2 pages of the proposed scholarship plan. Please submit your completed application to [pharm@uwaterloo.ca](mailto:pharm@uwaterloo.ca). Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ PHARMACY/PHARMACEUTICS — University of Waterloo:** The University of Waterloo is creating a new School of Pharmacy, focused on an applied discipline that will advance the cause of human health. We invite application for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Faculty of Science. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutical sciences, pharmaceutical toxicology, pharmacogenomics, pharmaceutical immunology, and informatics (pharmacy and medical). The School of Pharmacy, the first of its kind in North America, will open in 2010, offering a range of programs to share in the development of a new institute. As part of the world-renowned entrepreneurial University of Waterloo (UW), the school embodies integration at all levels—theory with practice, pharmaceuticals with academia and real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its doors in 2010, we will ultimately have up to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Waterloo. This will be achieved through an undergraduate environment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at [www.uwaterloo.ca/pharmacy](http://www.uwaterloo.ca/pharmacy). Opportunities for collaboration exist with enthusiasts in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Information Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventors. References: [www.uwaterloo.ca/pharmacy](http://www.uwaterloo.ca/pharmacy). Opportunities for collaboration exist with enthusiasts in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Information Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventors. References: [www.uwaterloo.ca/pharmacy](http://www.uwaterloo.ca/pharmacy).

**■ SOCIAL INNOVATION — University of Waterloo:** The University of Waterloo's new initiative in Social Innovation generation is seeking one new tenure track faculty member (level open) to start September 2010. Social Innovation Generation ([socialinnovation.ca](http://socialinnovation.ca)) is a new initiative funded by the J.W. McConnell Family Foundation that is designed to build knowledge and expertise concerning the dynamics of successful social innovation, involving the social sector and the private sector. A think tank associated with a Canada wide initiative to support and build capacity for social innovation in Canada. The right candidate will have a PhD in Business Management, Entrepreneurship, Leadership, Economics, System Design, Social/Public Policy or Applied Social Science and a strong research record, along with publication interests on innovation in complex systems. Other related research areas include: Innovation management, Institutional entrepreneurship, transformational leadership, strategy processes (as related to innovation), organizational design, strategic planning, four, collaborative management, resilience in complex systems or whole system change. The ideal candidates will be interested in being part of an innovative research group and teaching context and interested in supporting applied projects. Particular evidence of interest in knowledge application and willingness to be involved in challenging initiatives within the community will also be valued. The new faculty member will work with the J.W. McConnell Chair in Social Innovation, a team of six graduate students and other associates and students in their field. He or she will contribute to the success of the campus in such interdisciplinary centers as the Centre for Science, Technology and Society, Centre for Sustainability in Business, Centre for Indigenous Governance and the Centre for International Governance. The position is open to all disciplines. He or she will help to launch a new graduate and undergraduate curriculum in social innovation and transformational leadership at the University of Waterloo. The position will involve teaching and research, generation and leadership in the Communication, Leadership and Social Innovation group in the Faculty of Arts. However we welcome candidates from other faculty departments and the successful candidate will be encouraged to locate part of their position in another department or centre if they so desire. Applications will be considered until the position is filled. In the letter of application stating the institution of interest in this position, your curriculum vitae and three letters of reference to: Professor Frances Westley, Social Innovation Generation, University of Waterloo, 153 King Street, Suite 202, Kitchener, Ontario, N2L 3G1, Canada, or email your full application to [cmbrondum@uwaterloo.ca](mailto:cmbrondum@uwaterloo.ca), with the subject line SIG Faculty Position. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ POLITICAL AND CANADIAN STUDIES — Mount Saint Vincent University:** Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, application-oriented and research-driven approach to education. This Mount strives to be a national leader in creating the best university experience for all members of our community. We attract a diverse, thoughtful, engaged clientele who make a positive impact on their world. The Department of Political and Canadian Studies invites applications for a probationary appointment at the rank of Assistant Professor in the area of Canadian Studies located within the Department of Political and Canadian Studies.

The successful candidate should possess a doctoral degree in Canadian Studies, Political Science or Public Policy. Preference will be given to those who have a strong background in political science and/or ability to teach courses on contemporary issues in Canadian society. The successful candidate will be expected to teach the core undergraduate and graduate courses in Canadian Studies and to fulfill related administrative responsibilities, including as academic advisor to the students in the program. Workload includes teaching, research, and committee service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to budgetary approval. Applications must include a curriculum vitae, names and contact information for three references should be submitted to Dr. Michael MacMillan, Chair, Department of Political and Canadian Studies, Mount Saint Vincent University, 156 Bedford Highway, Halifax, NS, B3M 2J6. The Department will begin reviewing applications on January 10, 2010. All potential applicants are required to submit their application by January 1, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, Aboriginal persons, visible minorities, persons with disabilities. All qualified applicants are encouraged to apply; however, preference will be given to Canadians and permanent residents. Further information please visit our website at [www.msvu.ca/cvss.html](http://www.msvu.ca/cvss.html). Nominations and applications should be sent to: Chair of the Selection Committee for the Department of Visual Arts, Dona Penne, Dean, Faculty of Arts and Humanities, University College, Room 112, The University of Western Ontario, London, Ontario, N6A 3K7. The committee will commence review of nominations and applications after February 15, 2010 and continue until the position is filled. Positions are subject to budget approval. Applications should be submitted in English and oral communication skills is English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

## V

**■ VISUAL ARTS — University of Western Ontario:** Nominations and applications are invited for the position of Chair of the Department of Visual Arts at The University of Western Ontario. The successful applicant will be appointed at the rank of Associate Professor, or Professor, depending on the budgetary approval. Applications must include a curriculum vitae, names and contact information for three references should be submitted to Dr. Michael MacMillan, Chair, Department of Political and Canadian Studies, Mount Saint Vincent University, 156 Bedford Highway, Halifax, NS, B3M 2J6. The Department will begin reviewing applications on January 10, 2010. All potential applicants are required to submit their application by January 1, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, Aboriginal persons, visible minorities, persons with disabilities. All qualified applicants are encouraged to apply; however, preference will be given to Canadians and permanent residents. Further information please visit our website at [www.msvu.ca/cvss.html](http://www.msvu.ca/cvss.html). Nominations and applications should be sent to: Chair of the Selection Committee for the Department of Visual Arts, Dona Penne, Dean, Faculty of Arts and Humanities, University College, Room 112, The University of Western Ontario, London, Ontario, N6A 3K7. The committee will commence review of nominations and applications after February 15, 2010 and continue until the position is filled. Positions are subject to budget approval. Applications should be submitted in English and oral communication skills is English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

## ACCOMMODATIONS

**■ PUERTO RICO — Winter 2009/2010:** Academic housing to share in Rincón, Puerto Rico. Tennis, pool, beach, WiFi. Juncos.

## U.S. STEEL CANADA ENDOWED POSITION IN SUSTAINABLE STEEL PRODUCTION AT MCMASTER UNIVERSITY

The Department of Materials Science and Engineering at McMaster University is seeking qualified applicants for a tenure-track U.S. Steel Canada Endowed Position. The position may be filled at the Assistant, Associate or Full Professor rank, depending on the experience of the candidate. The successful applicant at the Associate or Full Professor rank will be an outstanding researcher with demonstrated expertise in sustainability issues related to primary production of steel, which will involve a strong background in process metallurgy, recycling and energy issues. The position at these ranks will be the U.S. Steel Canada Chair in Sustainable Steel Production. The successful applicant at the Assistant Professor rank will demonstrate outstanding potential in the same research area.

The position is associated with the McMaster Steel Research Centre that has attracted strong industrial interest and funding. The McMaster Steel Research Centre is part of a network of research institutes that provide stimulating interdisciplinary research opportunities, including the General Motors Canada Centre for Automotive Materials and Corrosion, the McMaster Manufacturing Research Institute, and the Brockhouse Institute for Materials Research.

The successful candidate will be expected to develop strong research activities that will attract external research funding, supervise graduate students and teach both undergraduate and graduate courses. Applicants must have a Ph.D. in Materials Engineering or a closely related discipline. Registration or eligibility for registration, by the Professional Engineers of Ontario will be considered on asset.

Salary is commensurate with qualifications and experience. This position will start on July 1, 2010 or after. The review of applications will begin immediately and continue until the position is filled. Applications referencing position USSTEEL09 and including a CV, a statement detailing research and teaching interests, and the names of three referees should be sent to:

**Faculty Selection Committee  
Department of Materials Science and Engineering  
McMaster University, JHE 357, 1280 Main Street West, Hamilton, ON L8S 4L7  
Email: [metsci@mcmaster.ca](mailto:metsci@mcmaster.ca)**

McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. All other qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



## UNIVERSITY OF SASKATCHEWAN

### DEAN, EDWARDS SCHOOL OF BUSINESS

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research, and innovation. An institution on the move, with a growing reputation and high aspirations, the U of S is poised to become one of the country's pre-eminent research-intensive universities. The academic community comprises more than 18,500 undergraduate and graduate students, 1,100 faculty, and 6,400 staff and its 17 colleges and schools offer an array of discipline-based, inter-disciplinary, and professional programs.

Proud of a 95-year history and optimistic about its future, the newly named N. Murray Edwards School of Business is dedicated to developing tomorrow's leaders, managers, and professionals through teaching, research, and service. The School currently offers degrees at the undergraduate level (Bachelor of Commerce) and through several graduate programs (Master of Science in Finance, Master of Professional Accounting, Master of Business Administration).

Reporting to the Provost, the Dean of the Edwards School of Business will have a record of successful leadership and building on new opportunities. S/he will have a passion for excellence in research and teaching as well as a highly developed understanding of business and innovation. The ability to advocate for the School both internally and externally to the business community is critical. The new Dean will have excellent interpersonal skills and will excite and engage faculty, staff, students and external communities in the continuing growth of the Edwards School of Business and its emergence as a leading business school in Canada.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal peoples, people with disabilities and visible minorities) are encouraged to apply.

To learn more about this exciting opportunity, call Alex Verdecchia or Maureen Geldart at The Geldart Group: (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to [info@thegeldartgroup.com](mailto:info@thegeldartgroup.com).

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